

Course Description – DLAMP Leadership I
Executive Development Seminar: Leading Change
Office of Personnel Management

The Executive Development Seminar is aimed at highly effective managers; those considered by their agencies to have the potential to transition to the Senior Executive Service (SES). The seminar focuses on developmental activities designed to strengthen the ability of senior managers to make that transition.

The seminar approaches leading change from a high level — involving structure, strategy and policy. During the course, participants actually design or redesign an agency, select mission-critical goals, and complete a results-oriented strategic plan that is aligned with the President's Management Agenda. The participants write a leader's vision, define mission-related goals, and determine which governmental agencies, House & Senate Committees and special interest groups are appropriate partners. This interactive process requires the executives to act strategically, communicate orally in a variety of settings, and interact positively with external constituencies.

These are highly interactive sessions, led by hands-on experts and skilled academics, on hot issues and policy directions. Media and press conference exercises are videotaped for individual feedback as the executives learn the ins and outs of oral communication, building alliances, and improving political savvy. The participants also discuss leadership in the context of today's realities and examine the values that create and maintain an ethical environment.

As a prerequisite, this course assumes that the participant has had previous leadership training. Participants will have the opportunity during the course to hone these leadership skills in several experiential activities, simulations, and the group projects.

The seminar provides the opportunity to share experiences with a group of people who have similar responsibilities and challenges, from a wide variety of government settings. Many graduates continue to use the network of peer relationships established at the seminar for years afterwards.

All classes include a 360-degree assessment of each participant's leadership skills, with individualized feedback and coaching.

Key Results

- Demonstrate and acquire new techniques and approaches for leading change within the federal government from a systematic approach
- Construct a map of the political environment addressing the various constituencies involved in a given policy
- Enhance skills in planning and delivering results-oriented performance

- Improve political savvy by identifying valuable partnerships and coalitions
- Better understand the interrelationship of the legislative and executive branches
- Deal effectively with special interest groups and media
- Understand the values that frame an ethical organization

Leadership Competencies

- Accountability
- Decisiveness
- External Awareness
- Integrity/Honesty
- Oral Communication
- Partnering
- Political Savvy
- Strategic Thinking
- Vision

Length: 2 weeks

Course Description – DLAMP Leadership I
Executive Development Seminar: Blended Course
Office of Personnel Management

The Executive Development Seminar (EDS), Blended Format presents the popular two-week traditional EDS curriculum in a blended format, where half of the course content is delivered through a cohort on-line, distance-learning format, paired with a one-week intensive in-residence experience. During the seven-week on-line portion, participants read books, interact with authors, complete a 360-degree assessment, conduct research and create a “New Agency.” The executives write a leader’s vision, define mission related goals, and determine which governmental agencies, House & Senate committees and special interest groups are appropriate partners for the “New Organization.” This interactive process requires the executives to act strategically, communicate orally in a variety of settings, and interact positively with external constituencies.

During the seven weeks on-line the workload should average about 6 hours per week. The actual time on-line varies, ranging from 30 minutes, when a majority of the assignments are individualized, or several hours, when group work is completed. After seven weeks of preparation, the participants meet their team members and complete the remaining EDS competencies in a one-week, intensive, interactive in-class format. The on-line portion is academic and rigorous and must be successfully completed before attending the classroom portion.

The in-residence, one-week portion provides highly interactive sessions, led by hands-on experts and skilled academics, on hot issues and policy directions. Media and press conference exercises are videotaped for individual feedback as the executives learn the ins and outs of oral communication, building alliances, and improving political savvy. The participants also discuss leadership in the context of today’s realities and examine the values that create and maintain an ethical environment. This course focuses on the systems and strategies within the federal government, with an emphasis on leadership for change.

All classes include a 360-degree assessment of each participant’s leadership skills, with individualized feedback and coaching.

Key Results

- Demonstrate and acquire new techniques and approaches for leading change within the federal government from a systematic approach
- Construct a map of the political environment addressing the various constituencies involved in a given policy
- Enhance skills in planning and delivering results-oriented performance
- Improve political savvy by identifying valuable partnerships and coalitions

- Better understand the interrelationship of the legislative and executive branches
- Deal effectively with special interest groups and media
- Understand the values that frame an ethical organization

Leadership Competencies

- Accountability
- Decisiveness
- External Awareness
- Integrity/Honesty
- Oral Communication
- Partnering
- Political Savvy
- Strategic Thinking
- Vision

Who Should Attend?

Participants who can commit to an on-line learning experience with an academic format. In the virtual classroom, all participants are required to contribute, complete assignments, and participate in the group work before attending the intensive one-week, in-class experience.

Length: On-line course work begins 7 weeks prior to one week in residence

Comparing the Executive Development Seminar (EDS): Leading Change and Executive Development Seminar (EDS): Blended Course

Office of Personnel Management - Frequently Asked Questions

What is a blended course?

A blended course uses different methodologies to deliver the learning. The “blend” is seven-weeks online and one week in-residence compared to the traditional two-week in-residence course.

How is this different from the traditional two-week in-residence course?

The content of both seminars is identical. In the Blended EDS, some of the in-class content is replaced by online discussion, research, and readings.

What are the advantages of an online course compared to in-residence?

The Blended EDS consists of online and in-residence, allowing the best of both learning methods. Interactive sessions remain in the classroom and the flexibility of online learning, spread over seven weeks, reduces the weekly workload in the blended course. Busy executives are away from home or office for less time and provided a more flexible schedule for participation.

What will we do in the online course?

This facilitated online experience provides opportunities for cohort groups to discuss important issues, conduct research, complete assignments and interact with peers and other professionals. This is not a self-paced course and requires about 6-7 hours of work per week. Most of this work is done asynchronously (anytime, anywhere). You will be asked to log-in to the virtual classroom at least twice per week to keep up-to-date with posting and discussions.

What are the advantages or benefits of the Blended EDS course?

The Online Course provides the following benefits:

- Learner-focused
- More “active” learning
- Instructors guide learners
- More students actively participate in discussion
- Technology helps students explore resources

What are the technology skills and requirements for this course?

You must have a computer with an Internet connection. A high-speed connection is recommended though dial-up from a standard ISP (AOL, MSN, Earthlink) will work. The virtual classroom will be accessible from any Internet connection. You must know how to: search the web, send email, insert attachments, use a word-processing program and review PowerPoint presentations.